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| For Academic Affairs and Research Use Only | |
| Proposal Number | BU17 |
| CIP Code: |  |
| Degree Code: |  |

**Reconfiguration of Existing Degree Program Proposal Form**

(Also requires Arkansas Department of Higher Education (ADHE) approval)

**[X] Undergraduate Curriculum Council**

**[ ] Graduate Council**

Signed paper copies of proposals submitted for consideration are no longer required. Please type approver name and enter date of approval.

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| |  |  | | --- | --- | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Enter date |   **Department Curriculum Committee Chair** | |  |  | | --- | --- | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Enter date |   **COPE Chair (if applicable)** |
| |  |  | | --- | --- | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Enter date |   **Department Chair** | |  |  | | --- | --- | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Enter date |   **Head of Unit (if applicable)** |
| |  |  | | --- | --- | | Mary Elizabeth Spence | 12/7/2022 | | **Office of Assessment** |  | | |  |  | | --- | --- | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Enter date |   **Undergraduate Curriculum Council Chair** |
| |  |  | | --- | --- | | Philip Tew | 1/6/2023 |   **College Curriculum Committee Chair** | |  |  | | --- | --- | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Enter date |   **Graduate Curriculum Committee Chair** |
| |  |  | | --- | --- | | John Robertson | 1/10/2023 |   **College Dean** | |  |  | | --- | --- | | Len Frey | 3/22/2023 |   **Vice Chancellor for Academic Affairs** |
| |  |  | | --- | --- | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Enter date |   **General Education Committee Chair (if applicable)** |  |

1. **Contact Person** (Name, Email Address, Phone Number)

Sheena Gammon, sallen@astate.edu, 870-972-3358

1. **Title(s) of degree programs to be consolidated/reconfigured:**

Bachelor of Applied Science in Organizational Supervision and Bachelor of Arts in Psychology

1. **Proposed title of consolidated/reconfigured program:**

Bachelor of Arts in Organizational Leadership

1. **Proposed Effective Date:** Fall 2023 (2023-24 Bulletin Year)
2. **Reason for proposed program consolidation/reconfiguration:**

*(Indicate student need/demand (projected enrollment) for the proposed program and document that the program meets employer needs using the ADFA Workforce Analysis Form)*

Employment for Bachelor’s Organizational Leadership occupations increased 16.7% in the region from 2016 to 2020, and is projected to grow 7.5% by 2030. In the last 12 months, 46,419 Bachelor’s Organizational Leadership openings were posted in the region. The top 5 Bachelor’s Organizational Leadership employers in the region are: Anthem Blue Cross, Guidehouse, Centene Corporation, General Dynamics and Walmart/Sam’s.

In the region, the average number of Bachelor’s Organizational Leadership conferrals per institution has decreased by 50.0% since 2017, and the number of institutions reporting conferrals has increased by 47.1%. Bethel University is the largest Bachelor’s Organizational Leadership provider in the region with 188 conferrals in 2021, a market share of 40.4%. Arkansas State University had no conferrals.

1. **Provide current and proposed curriculum outline by semester.**

*For undergraduate programs, please use Appendix A-8-semester plan form*

*Indicate total semester credit hours required for the proposed program. If new courses are needed for the reconfiguration, approval for the courses must be requested prior to approval for the new degree. Underline any new courses. Identify required general education core courses with an asterisk. If utilizing courses from other departments, please color-code them and provide a key.*

See Appendix A

1. **Will the proposed degree be offered:**
   1. **Traditional/Face-to-face** No
   2. **Distance/Online** YES
      1. **If yes, indicate mode of distance delivery, and the percentage of courses offered via this modality (<50%, 50-99%, or 100%).**

100%

* + 1. **If online, will it be offered through Global Initiatives/Academic Partnerships (AP)?**

YES

1. **Will the proposed degree be offered off-campus?** NO
   1. **If yes, identify the off-campus location**

Enter text...

1. **Provide documentation that proposed program has received full approval by licensure/certification entity, if required.**

*(A program offered for teacher/education administrator licensure must be reviewed/approved by the Arkansas Department of Education prior to consideration by the Coordinating Board; therefore, the Education Protocol Form also must be submitted to ADHE along with the Letter of Notification).*

Not Applicable

1. **List institutions offering similar program and identify the institutions used as a model to develop the proposed program.**

Not Applicable

1. **Provide scheduled program review or specialized accreditation initial review date (within 10 years of program implementation).**

No specialized accreditation is being sought or available. State-mandated program review will occur by 2033.

1. **Is there differential tuition requested?** *If yes, please fill out the New Program/Tuition and Fees Change Form.*

No

1. **Graduate programs only: Will this program require a comprehensive exam?**

Not Applicable

**Student Learning Outcomes**

Provide outcomes that students will accomplish during or at completion of this reconfigured degree. Fill out the following table to develop a continuous improvement assessment process.

*For further assistance, please see the ‘Expanded Instructions’ document available on the UCC - Forms website for guidance, or contact the Office of Assessment at 870-972-2989.*

**University Outcomes**

Please indicate the university-level student learning outcomes for which this new program will contribute. Please complete the table by adding program level outcomes (PLO) to the first column, and indicating the alignment with the university learning outcomes (ULO). If you need more information about the ULOs, go to the [University Level Outcomes Website](http://www.astate.edu/a/assessment/student-learning-outcomes/files/ULOs%20for%20Website2.pdf).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **ULO 1: Creative & Critical Thinking** | **ULO 2: Effective Communication** | **ULO 3: Civic & Social Responsibility** | **ULO 4: Globalization & Diversity** |
| **PLO 1** | **X** | **X** | **X** |  |
| **PLO 2** | **X** | **X** | **X** | **X** |
| **PLO 3** | **X** | **X** | **X** | **X** |
| **PLO 4** | **X** | **X** |  |  |

***Note: Best practices suggest 4-7 outcomes per program; minors would have 1 to 4 outcomes.***

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| **Outcome 1** | Demonstrate depth of knowledge of key concepts and principles of management and be able to apply them. |
| Assessment Procedure Criterion | Direct: Results from multiple choice questions on the final exam that pertain to key management concepts and principles in Organizational Behavior.  Indirect: Data will be pulled from the Leaving the Den Exit Survey. Specific content questions will be identified. |
| Which courses are responsible for this outcome? | MGMT 3153 - Organizational Behavior |
| Assessment  Timetable | Every time the class is taught. |
| Who is responsible for assessing and reporting on the results? | Program Director and faculty teaching Organizational Behavior |

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| **Outcome 2** | Demonstrate leadership and team skills. |
| Assessment Procedure Criterion | Direct: Embedded writing assignment that has students make a decision that exhibits leadership and team skills.  Indirect: Data will be pulled from the Leaving the Den Exit Survey. Specific content questions will be identified. |
| Which courses are responsible for this outcome? | MGMT 3613- Leadership |
| Assessment  Timetable | Every time the class is taught. |
| Who is responsible for assessing and reporting on the results? | Program Director and faculty teaching Leadership |

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| **Outcome 3** | Create messages appropriate to the audience, purpose, and context |
| Assessment Procedure Criterion | Direct: Embedded writing assignment that is evaluated on the appropriateness to the audience, purpose, and context of the prompt.  Indirect: Data will be pulled from the Leaving the Den Exit Survey. Specific content questions will be identified. |
| Which courses are responsible for this outcome? | MGMT 3163- Labor Relations and Negotiations |
| Assessment  Timetable | Every time the class is taught. |
| Who is responsible for assessing and reporting on the results? | Program Director and faculty teaching Labor Relations and Negotiations |

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| **Outcome 4** | Successful students will be able to communicate effectively in written format. |
| Assessment Procedure Criterion | Direct: Embedded writing assignment that is evaluated for clear, effective communication.  Indirect: Data will be pulled from the Leaving the Den Exit Survey. Specific content questions will be identified. |
| Which courses are responsible for this outcome? | MGMT 3123- Principles of Management |
| Assessment  Timetable | Every time the class is taught. |
| Who is responsible for assessing and reporting on the results? | Program Director and faculty teaching Principles of Management |

**Appendix A, 8-Semester Plan**

(**Referenced in #9** - **Undergraduate Proposals Only)**

*Instructions: Please identify new courses in italics*.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Arkansas State University-Jonesboro**  **Degree: Bachelor of Arts**  **Major: Organizational Leadership**  **Year: 2023 – 2024** | | | | | | | | |
| Students requiring developmental course work based on low entrance exam scores (ACT, SAT, ASSET, COMPASS) may not be able to complete this program of study in eight (8) semesters. Developmental courses do not count toward total degree hours. **Students having completed college level courses prior to enrollment will be assisted by their advisor in making appropriate substitutions. In most cases, general education courses may be interchanged between semesters.** A minimum of 45 hours of upper division credit (3000-4000 level) is required for this degree. | | | | | | | | |
| **Year 1** | | | |  | **Year 1** | | | |
| **Fall Semester** | | | |  | **Spring Semester** | | | |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| ENG 1003 | Composition I | 3 | X |  | ENG 1013 | Composition II | 3 | X |
| UC 1013 | Making Connections | 3 |  |  | BIOL 1003 | Biological Science | 3 | X |
| MATH 1023 | College Algebra | 3 | X |  | BIOL 1001 | Biological Science Lab | 1 | X |
| ART 2503,  MUS 2503, or  THEA 2503 | Fine Arts Visual,  Fine Arts Musical, or  Fine Arts Theatre | 3 | X |  | ENG 2003, ENG 2013, or PHIL 1103 | World Literature to 1660, World Literature since 1660, or  Introduction to Philosophy | 3 | X |
| Elective | Elective | 3 |  |  | COMS 1203 | Oral Communications | 3 | X |
|  |  |  |  |  | Elective | Elective | 2 |  |
| **Total Hours** |  | 15 |  |  | **Total Hours** |  | 15 |  |
| **Year 2** | | | |  | **Year 2** | | | |
| **Fall Semester** | | | |  | **Spring Semester** | | | |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| CHEM 1043 | Fundamental Concepts of Chemistry | 3 | X |  | Social Science | General Education Social Science | 3 | X |
| CHEM 1041 | Fundamental Concepts of Chem Lab | 1 | X |  | PSY 2013 | Introduction to Psychology | 3 |  |
| HIST 2763, HIST 2773, or POSC 2103 | The United States to 1876, The United States since 1876, or Intro to U.S. Government | 3 | X |  | MGMT 3123 | Principles of Management | 3 |  |
| Social Science | General Education Social Science | 3 | X |  | Elective | Elective | 3 |  |
| Elective | Elective | 3 |  |  | Elective | Elective | 3 |  |
| Elective | Elective | 2 |  |  |  |  |  |  |
| **Total Hours** |  | 15 |  |  | **Total Hours** |  | 15 |  |
| **Year 3** | | | |  | **Year 3** | | | |
| **Fall Semester** | | | |  | **Spring Semester** | | | |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| PSY 3523 | Social Psychology | 3 |  |  | COMS 4253 | Intercultural Communication | 3 |  |
| MGMT 3153 | Organizational Behavior | 3 |  |  | MGMT 3143 | Human Resource Management | 3 |  |
| MGMT 3613 | Leadership | 3 |  |  | MGMT 3193 | Social Impact Management | 3 |  |
| Elective | Elective | 3 |  |  | Elective | Elective | 3 |  |
| Elective | Elective | 3 |  |  | Elective | Elective | 3 |  |
| **Total Hours** |  | 15 |  |  | **Total Hours** |  | 15 |  |
| **Year 4** | | | |  | **Year 4** | | | |
| **Fall Semester** | | | |  | **Spring Semester** | | | |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| COMS 4263 | Organizational Communication | 3 |  |  | COMS 4373 | Conflict Resolution | 3 |  |
| MGMT 3163 | Labor Relations and Negotiations | 3 |  |  | MGMT 4173 | Compensation and Benefits | 3 |  |
| MGMT 4143 | Organizational Change & Development | 3 |  |  | 3000/4000 Elective | Upper Level Elective | 3 |  |
| Elective | Elective | 3 |  |  | Elective | Elective | 3 |  |
| Elective | Elective | 3 |  |  | Elective | Elective | 3 |  |
| **Total Hours** |  | 15 |  |  | **Total Hours** |  | 15 |  |
| **Total Jr/Sr Hours 45 Total Degree Hours 120** | | | | | | | | |
| **Graduation Requirements:** | | | | | | | | |

**Bulletin Changes**

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| **Instructions** |
| **Please visit** [**http://www.astate.edu/a/registrar/students/bulletins/index.dot**](http://www.astate.edu/a/registrar/students/bulletins/index.dot) **and select the most recent version of the bulletin. Copy and paste all bulletin pages this proposal affects below. Please include a before (with changed areas highlighted) and after of all affected sections.**  **\*Please note: Courses are often listed in multiple sections of the bulletin. To ensure that all affected sections have been located, please search the bulletin (ctrl+F) for the appropriate courses before submission of this form.** |

INSERT:

**Organizational Leadership, BA**

UNIVERSITY REQUIREMENTS:

See University General Requirements for Baccalaureate degrees

FIRST YEAR MAKING CONNECTIONS COURSE:

UC 1013 - Making Connections Sem. Hrs: 3

GENERAL EDUCATION REQUIREMENTS:

See General Education Curriculum for Baccalaureate degrees Sem. Hrs: 35

Students with this major must take the following:

COMS 1203 - Oral Communications Sem. Hrs: 3 (Required Departmental Gen. Ed. Option)

MAJOR REQUIREMENTS:

COMS 4253 - Intercultural Communication Sem. Hrs: 3

COMS 4263 - Organizational Communication Sem. Hrs: 3

COMS 4373 - Conflict Resolution Sem. Hrs: 3

MGMT 3123 - Principles of Management Sem. Hrs: 3

MGMT 3143 - Human Resource Management Sem. Hrs: 3

MGMT 3153 - Organizational Behavior Sem. Hrs: 3

MGMT 3163 - Labor Relations and Negotiations Sem. Hrs: 3

MGMT 3193 - Social Impact Management Sem. Hrs: 3

MGMT 3613 - Leadership Sem. Hrs: 3

MGMT 4143 - Organizational Change and Development Sem. Hrs: 3

MGMT 4173 - Compensation and Benefits Sem. Hrs: 3

PSY 2013 - Introduction to Psychology Sem. Hrs: 3 Required ONLY if not taken as part of the General Education Requirements.

PSY 3523 - Social Psychology Sem. Hrs: 3

Sub-total: 36-39

ELECTIVES:

Electives Sem. Hrs: 43-46

TOTAL REQUIRED HOURS: 120